



Deakin University 2022 Modern Slavery Statement



Acknowledgement of Country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together.

As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located.

We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.



Deakin University 2022 Modern Slavery Statement

We are pleased to submit the Deakin University Modern Slavery Statement to the Department of Home Affairs for publication in the online register, as required under the *Modern Slavery Act 2018* (Cth).

This Statement covers the period 1 January to 31 December 2022.

Deakin University strongly supports the objectives of the Act. We are committed to protecting our operations, business partnerships and supply chain from the risk of modern slavery to ensure no one is exploited in the process of us achieving our vision and values, which reflect what we believe and guide our actions.

We seek to engage fairly with suppliers, and to form partnerships and relationships that share our principles, including those with respect to human rights.

This Modern Slavery Statement is for Deakin University (ABN 56 721 584 203) and was approved by the Deakin University Council on 18 May 2023.

Signed for and on behalf of Deakin University.

A handwritten signature in blue ink, appearing to read 'John Stanhope'.

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John Stanhope AM

Chancellor Deakin University

A handwritten signature in black ink, appearing to read 'Iain Martin'.

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Professor Iain Martin

Vice-Chancellor Deakin University



Criterion 1:

About Deakin University

The reporting entity for the purpose of this Statement is Deakin University ABN 56 721 584 203, a public university and a body politic and corporate established pursuant to the *Deakin University Act 2009* (Vic) of 1 Gheringhap Street, Geelong, Victoria, 3220 ('Deakin' or 'the University').

Deakin additionally owns four subsidiaries at the date of this Statement, which are 'controlled entities' for the purposes of the *Modern Slavery Act 2018* (Cth) and further described below.

Entity	Key supply chains
UniLink Pty Ltd ABN 72 005 382 954	<ul style="list-style-type: none">• Human Resources services including contracted labour• Professional services
Deakin Residential Services Pty Ltd ABN 22 145 979 344	<ul style="list-style-type: none">• Facilities management including waste management, cleaning and security services• IT including hardware, software and services
Universal Motion Simulator Pty Ltd ABN 58 622 763 240	<ul style="list-style-type: none">• IT including hardware, robotics, software and services• Professional services• Labs and research services and supplies
Institute for Regional Security Ltd ABN 48 110 456 856	<ul style="list-style-type: none">• Professional services• IT including hardware, software and services

UniLink Pty Ltd provides Human Resources services to Deakin.

Deakin Residential Services Pty Ltd provides innovative and outstanding accommodation for students, staff, school groups and families across Deakin's four campuses. It operates as a separate entity that is wholly owned and operated by the University and staffed by University employees.

Universal Motion Simulator Pty Ltd designs and manufactures reconfigurable, high-fidelity motion simulators for driver training and is based at the University's ManuFutures advanced manufacturing hub at the Geelong Warrn Ponds Campus (unimotionsim.com). It is a functionally independent business that leverages University intellectual property.

The Institute for Regional Security Ltd primarily publishes research and policy commentary, conducts international dialogues, and delivers professional development programs in the defence and security community.



Criterion 2:

Structure, operations and supply chain

Deakin's values

Since it was founded in 1974, Deakin has formed an essential bond with communities in Victoria and through our education, research and innovation, has made significant contributions to the nation's social, cultural and economic capital.

Deakin aims to be a catalyst for positive change for the individuals and the communities it serves. We aspire to be recognised as Australia's most progressive university. This underpins our Strategic Plan *Deakin 2030: Ideas to Impact* which sets out our ambitions and share values.

Ambition

Our innovation and excellence in both education and research generate ideas that transform lives and communities. We will be Australia's most progressive and responsive university, leading in blending digital capability with our distinctive campus precincts. We will leverage strong partnerships to maximise the social, cultural and economic impact we deliver regionally, nationally and globally.

Values

Our values reflect what we believe and guide our actions and decisions. They are enduring, informing who we are, what we believe in, how we behave and what we stand for as individuals and as a university contributing to the public good.

Excellent	we strive for excellence in all aspects of our work
Inclusive	we value diversity, embrace difference, respect and welcome all
Brave	we make bold decisions, demonstrate courage and ambition, and we support personal responsibility and accountability
Dynamic	we are innovative and entrepreneurial, solving problems with creativity and flexibility
Sustainable	we care about our shared future, integrating economic, environmental and social dimensions of sustainability in all we do
Ethical	we conduct our business with the highest standards of professional behaviour and integrity

Deakin is committed to managing our operations and procurement practices in accordance with these values, and to work with suppliers who operate in accordance with all applicable modern slavery laws.



Deakin at a glance

Deakin is one of Australia’s largest universities, and regularly features in world university rankings:

- 2022 Quacquarelli Symonds (QS) World University Rankings – top 1% of universities worldwide
- 2022 Times Higher Education (THE) Young Universities Rankings – ranked 40th
- 2022 Academic Ranking of World Universities (ARWU) – 20th in the world for Nursing.

2022 Enrolments

58,822	Course enrolments
47,558	Domestic students
11,264	International students
40,475	Undergraduate students
15,213	Postgraduate students
2,240	Higher Degree by Research (HDR) students
624	Non-award course enrolments

2022 International Students

134	Countries
35%	India
21%	China
7%	Sri Lanka
5%	Vietnam
3%	Pakistan

Our structure and operations

Deakin blends the best of digital and on campus learning and working. We excel in blending digital capability with our distinctive campus precincts. Our campuses facilitate partnerships to deliver social, cultural and economic benefits. Headquartered in Geelong we have campuses in central Geelong, Waurn Ponds, Melbourne (Burwood), Warrnambool and vibrant online, digital education.

More information regarding Deakin’s structure and operations can be found in our Annual Report 2022.

Melbourne Burwood Campus

The Melbourne Burwood Campus is Deakin’s largest campus. The campus features innovative and technology-rich learning spaces, including the Motion.Lab professional motion capture facility, professional television studio, industry-standard food nutrition labs and robotics laboratories.

Geelong Waterfront Campus

The Geelong Waterfront Campus is Deakin’s headquarters. Set in the heart of Geelong, it contains cutting-edge learning spaces such as professional standard architecture and creative arts studios and occupational therapy laboratories.

Geelong Waurn Ponds Campus

The Geelong Waurn Ponds Campus is Deakin’s third-largest campus in terms of student numbers. It is home to high-class sporting facilities, the Geelong Future Economy Precinct which includes the Renewable Energy Microgrid, state-of-the-art engineering facilities, and the Deakin Medical School and Regional Community Health Hub.



Warrnambool Campus

The Warrnambool Campus offers a base for numerous community partnerships, and a supportive and engaged community. The campus has a Clinical Simulation Centre that simulates a real hospital ward and contains all the equipment to be found on a nursing clinical placement. The campus is home to the ground-breaking hydrogen research facility, Hycl.

Online education and interaction

Deakin has a dynamic community of almost 60,000 students using our digital learning technologies to take part in classes and seminars and interact with other students, academics, the library, student services and support staff. About one third of our students choose to enrol in degrees offered exclusively online.

International partnerships

In addition, the University has several learning centres, and connects with students and partners around the world through offices in China, Europe, India, Indonesia, Latin America and Sri Lanka. Our international partnerships and networks grew in 2022. In India, we launched three new Deakin University Hubs, which will provide valuable opportunities for growth, student mobility, joint research and promote enhanced collaboration with Indian institutes. We continue to explore new and innovative approaches to transnational education and over the course of 2022 have been developing plans for an Indonesian campus in partnership with two other partners which will see, subject to approvals, our first students enrolled in 2024.

Research and innovation

In May 2022 Deakin was named by the Australian Government as one of only six 'Trailblazer Universities' – recognition for our national leadership in research commercialisation and collaboration. As part of both the Trailblazer Universities Program and Victorian Higher Education State Investment Fund (VHESIF), we are working with our partners to build on our thriving 'Future Economy' commercialisation ecosystem across our Waurn Ponds, Warrnambool and Burwood Campuses. We are delivering outcomes in advanced manufacturing and material science, robotics, haptics and AI, aquaculture, the circular economy, renewable energy and recycling – including world-class innovations in solar, battery and hydrogen technology. Deakin's expertise is at the centre of many projects aiming to advance society, culture and the economy.

Deakin staff

Deakin is a major employer in the regions in which the University operates. In 2022 Deakin had a total headcount of 5,561 staff in both academic and professional roles. Of these, 3,393 were in ongoing positions (both full time and part-time), and the remaining staff (2,168) were in fixed-term or casual roles.

Deakin is committed to providing a flexible working environment that is inclusive and supportive of individual circumstances, and that promote a sustainable work and life blend.

The Deakin University Enterprise Agreement 2017 (EA) commenced on Thursday 6 July 2017 and provides terms and conditions of employment for applicable staff at the University. The EA covers University staff members employed by the University's teaching and research functions, except for the Vice-Chancellor and the Executive. The National Tertiary Education Union is the primary union body for the Australia tertiary education sector. Staff employed by the University's entities are covered by awards specific to the operations of each Entity.



Governance

Deakin is established by and governed in accordance with the *Deakin University Act 2009 (Vic)*. The responsible Minister throughout 2022 was the Hon. Gayle Tierney MP, Minister for training and Skills, Minister for Higher Education and Minister for Agriculture.

The University Council is responsible for the overall governance of the University. The Council is committed to the highest standards of governance, integrity and ethical conduct and to making the best possible decisions for the sustained success of the University. The primary responsibilities of the Council include:

- appointing and monitoring the performance of the Vice-Chancellor as Chief Executive Officer of the University
- approving the mission and strategic direction of the University and its annual budget and business plan
- overseeing and reviewing the University's performance
- establishing policy and procedural principles for the operation of the University consistent with legal requirements and community expectations
- approving and monitoring systems of control and accountability of the University
- overseeing and monitoring the assessment and management of risk across the University, including University commercial activities
- overseeing and monitoring the academic activities of the University
- approving any significant University commercial activities.

The Council is chaired by the Chancellor, John Stanhope AM.

The Deputy Chancellors are Carol Boyer-Spooner and Dr Lyn Roberts AO.

The Vice-Chancellor is Professor Iain Martin.

The Chair of the Academic Board is Professor Chris Hickey.

A full list of Council members can be found in our Annual Report 2022.

Procurement approach

Deakin and its legal entities operate a decentralised procurement model, governed by the University's Procurement Policy and Procurement Procedure, and the associated Procurement Policies and Procedures of its legal entities. In 2022 Deakin established a Strategic Procurement function and allocated extra resourcing. The new function will look to steadily evolve procurement to a strategic model; applying a rigorous, strategic lens to buying and managing goods, services and suppliers on behalf of the University.

As part of this process a review of documentation has commenced, including Policy requirements, risks, performance measures, sourcing processes and other information to inform procurement.



Supply chains

The University's supply chain includes the purchase of goods and services required for the operation of our campuses, teaching, learning and research. Overall, the University's supply chain comprises the following key categories:

Area	Teaching, Learning and Research	Operations (including student accommodation)
Key supply chains	<ul style="list-style-type: none"> • Student Services including printing, exam venues and equipment, graduation services, digital technology and health services • DUSA (Deakin University Student Association) • Food/retail outlets on campus • Library books and printed materials • Labs and research services and supplies • Travel and accommodation 	<ul style="list-style-type: none"> • Corporate services including insurance • Facilities management including waste management, cleaning and security services • IT including hardware, software and services • Major capital including building, road and landscape construction • Marketing supplies and services • Office supplies • Professional services • Real estate management • Travel and accommodation • Utilities • HR services including contracted labour, traineeships and apprentices • Student recruitment services

In 2022, 4,962 individual suppliers were engaged by Deakin and its entities to provide a total of over \$347 million in goods and services. Of this spend, 85.9% was made with 4,018 Australian based suppliers, making a significant contribution to both domestic and local economies.

Outside of Australia, the following chart shows the top 10 countries represented by the highest volume of suppliers to Deakin and its entities in 2022.





In 2022, Deakin procured goods and services from a total of 65 countries outside of Australia. Deakin’s supply chain is diverse, and the following table shows the main categories for each of the top 10 spend locations, together with the number of suppliers within each country and the percentage of total spend they represent. The table also indicates the risk rating of each of the top 10 countries based on the *Walk Free Global Slavery Index 2018*.

Country	Global Slavery Index risk category	Spend	Percentage of total spend	No. of suppliers	Main categories
Australia	Low	\$298,676,048	85.9%	4,018	All categories
United States of America	Low	\$10,340,953	3%	241	Publications, Journals, Travel, Consultancy, Social Media
United Kingdom	Low	\$9,216,646	2.6%	125	Payroll, Publications, Consultancy
India	Medium	\$6,991,758	2%	61	Agent Commission, Travel
Ireland	Low	\$5,455,506	1.6%	5	Social Media, Advertising, Marketing
Sri Lanka	Low	\$1,794,039	0.5%	38	Agent Commission, Consultancy, Software
China	Low/Medium	\$1,699,069	0.5%	56	Agent Commission, Components
Netherlands	Low	\$1,516,280	0.4%	11	Publications, Software, Research
Canada	Low	\$1,289,947	0.4%	32	Publications, Software, Research
Korea, Republic of	Low/Medium	\$943,298	0.3%	9	Agent Commission, Lab Equipment



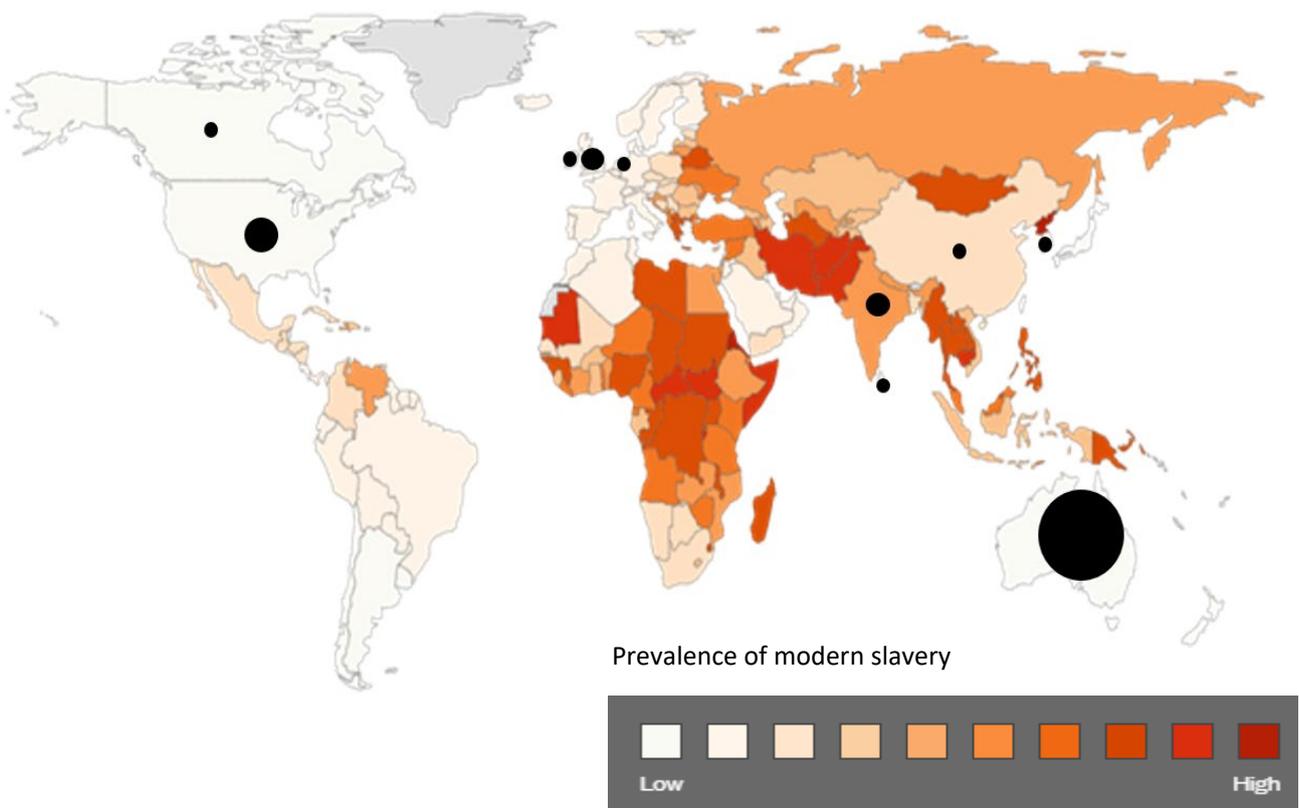
Criterion 3:

Understanding risks of Modern Slavery at Deakin University

Deakin is a member of the Australian Universities Procurement Network (AUPN) and since 2019 has participated in the AUPN's Modern Slavery Program – regularly attending collaborative workshops and training sessions relating to Modern Slavery. Deakin's Procurement data is assessed through the AUPN's Modern Slavery Risk Tool FRDM ('Freedom') which allows modern slavery risks to be identified based on the supplier category and country of origin.

FRDM assesses risk through publicly available modern slavery risk (Global Slavery Index) and prevalence information and applying reasonable assumptions that leverage Higher Education sector wide data. This information is then used to apply common supplier categorisations and associated risk rankings to Deakin's overall result.

The following diagram shows Deakin's top 10 countries for procurement spend in 2022 overlaid on a map of the 2018 Global Slavery Index (Walk Free) showing the prevalence of modern slavery by country. The size of the dot indicates the proportion of spend.



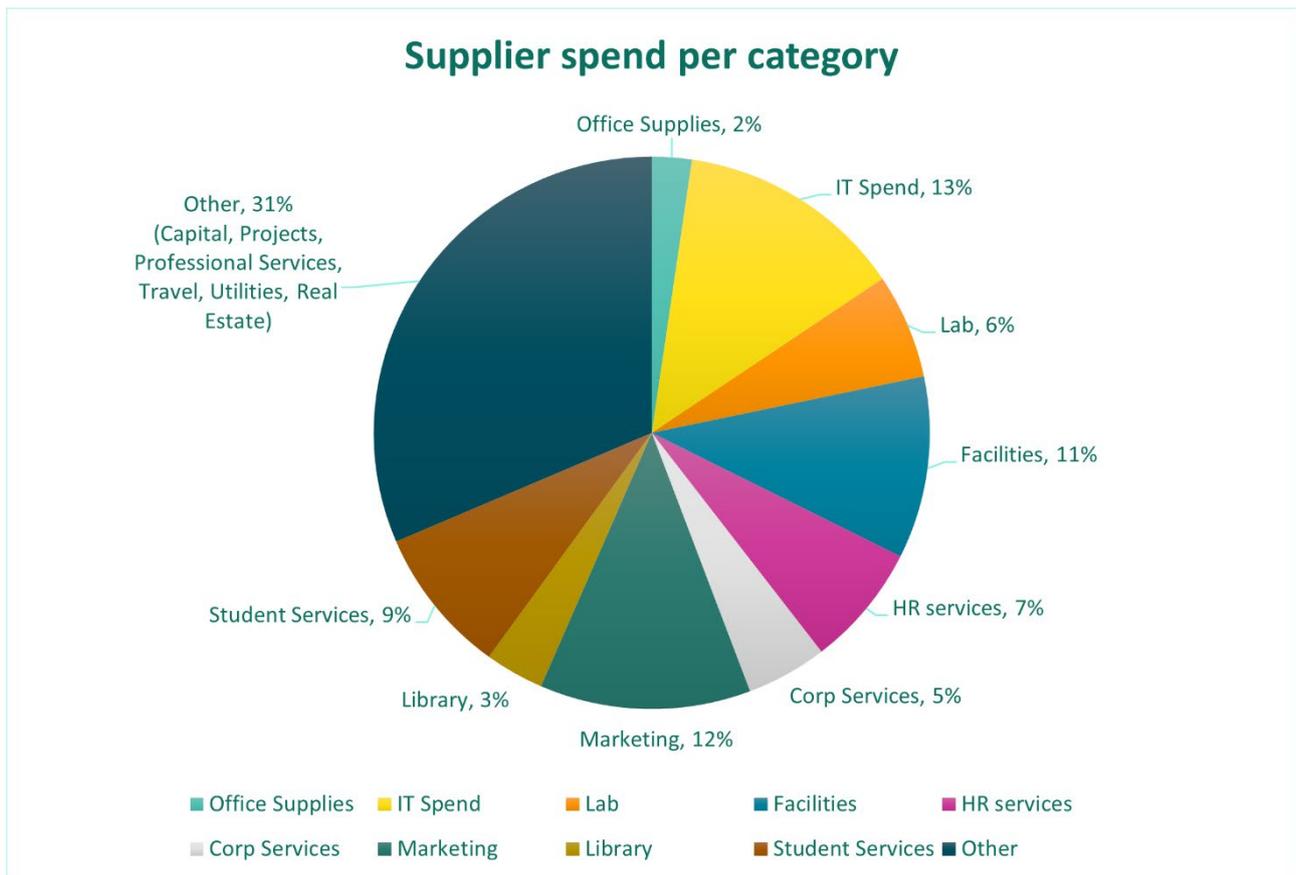


Identified risks of Modern Slavery in our supply chains

Deakin’s 2022 procurement data (including entities), assessed through the FRDM tool, identified suppliers from the following categories as having the highest risk of modern slavery within Deakin’s supply chain. These identified categories accounted for a spend of \$242 million representing 69% of the total procurement spend.

- Facilities management
- Corporate Services
- HR services
- IT
- Labs and research
- Marketing
- Office supplies
- Real estate
- Student services
- Library

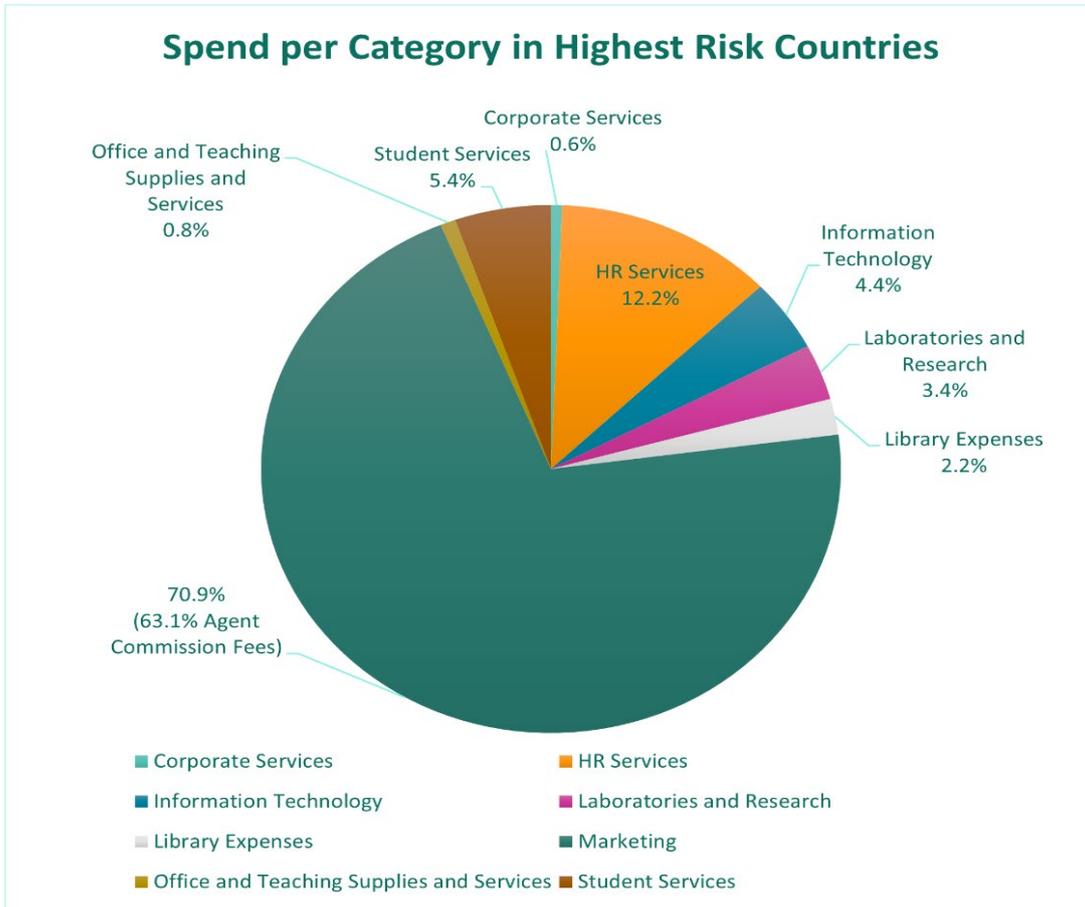
On further analysis, it can be seen that IT and marketing related purchases comprise a large percentage of Deakin’s total spend. While marketing costs are predominantly allocated to professional services, advertising and student recruitment fees, IT spend can include hardware, consumables and other equipment. With supply chains for these products potentially linked to high-risk geographical areas, the modern slavery risks associated with IT spend are increased.





Delving into the supply chains of these higher risk categories, 6.7% of Deakin’s high-risk category spend was attributed to suppliers located in 46 countries identified by the *Global Slavery Index 2018* as being of moderate to high-risk.

It should be noted however that 63% of this spend was for student recruitment and Agent commission services.



Criterion 4:

Actions to address Modern Slavery Risks at Deakin University

Australian Universities Procurement Network (AUPN)

The AUPN is leading a sector collaboration to support all member universities to meet the challenge of human rights transparency and risk management in their supply chains and contribute to the fulfillment of members’ reporting requirement to the *Modern Slavery Act 2018* (Cth).

In the beginning of 2019, the AUPN established a Modern Slavery Working Group (MSWG) with nine of the 35 member universities actively contributing time and effort on a voluntary basis. The MSWG underwent a Discovery Phase and developed the following sector wide Modern Slavery Program, delivered in three phases outlined below.



	Discovery	Implementation	Continuous improvement
Phases and key elements of the AUPN's Modern Slavery Working Group	Analysis of procurement data, at both a sector and university level against category and country of origin risk ratings.	Development of technology platform/s to support modern slavery statement requirements.	Yearly refresh of data analysis to inform modern slavery statement requirements along with audit and compliance support.

During 2021, the MSWG completed the Implementation phase, and work commenced in 2022 to uplift capability, assess and address issues and measure effectiveness. This was achieved through regular MSWG meetings and University Forum meetings, of which Deakin continues to be actively involved.

Towards the end of 2022 the AUPN met with the Australian Government to participate in the review of the *Modern Slavery Act 2018*, the findings of which are due in 2023.

FRDM Tool

In 2021 the MSWG collaborated to devise a new system tool known as FRDM ('Freedom') for collating supplier data from the members of the AUPN. FRDM is a supply chain technology company part owned by Made in a Free World which algorithmically identifies modern slavery risks throughout the supply chains of participating universities and performs checks against suppliers to see if they correspond to potential breaches of Modern Slavery. This enables universities either collectively, or individually, to make informed decisions and take actions to address identified risks. The FRDM tool uses supply chain mapping technology to continually monitor activity within the supply chain and send alerts to possible risks.

FRDM went live in February 2022 and work continues to assess the efficacy of the data collected through collaboration and the initiation of a Data Improvement Group. The FRDM tool is evolving with the requirements of the MSWG and Deakin, together with the other 34 participating universities, was engaged with the various components of its implementation phase.

A key component of the tool is to improve transparency within the supply chain and work began in 2022 to pilot Supplier Assessment Questionnaires (SAQ) through FRDM. This will be refined through 2023 using feedback sessions with the suppliers in the pilot scheme.

Cleaning Accountability Framework (CAF)

The Cleaning Accountability Framework (CAF) is a world leading organisation whose mission is to improve labour practices in the cleaning industry and end exploitation in property services. CAF engaged the AUPN in 2021 to help develop a certification framework to cover contract cleaning and security at university campuses. The MSWG worked with CAF throughout 2022 to develop a pilot program and currently around 10 universities are participating.

Social and Sustainable Procurement

In 2022, Deakin engaged Jobbank to conduct a Social Procurement Maturity Assessment and to help identify opportunities for embedding the principles of social and sustainable procurement into Deakin's procurement processes.

Priority actions for 2023 include developing a social and sustainable procurement framework and associated guidelines, reviewing and updating policy and process documents, and engaging with Social Traders and Supply Nation to learn more about the services they offer.



Supporting Elements

In addition to the specific actions discussed above, the management of modern slavery risk is also supported via the following elements:

Element	Description
Deakin’s code of conduct	Deakin’s commitment to ethical practices is embedded within our Code of Conduct, which applies to all staff and associates of the University. Specifically, this code outlines policy to ensure equity and fairness in the workplace, personal and professional behaviour and processes for reporting improper conduct.
Deakin’s responsible investment approach	Deakin has a core belief of investing responsibly and incorporates environmental, social and governance (ESG) considerations into our decision-making and investment management. The University’s Investment Governance Framework outlines our responsible investment approach, we assess each fund manager’s ESG capabilities before deciding to invest with them and actively engage with existing fund managers on our ESG objectives and expectations of how they, and the companies they invest in, incorporate ESG considerations. The University’s responsible investment approach is comprehensively reviewed by Council’s Investment Committee every year.
Responsible conduct of research	As a University, Deakin undertakes significant research across a range of areas. Deakin adheres to the principles guiding research integrity across Australia set out in the Australian Code for the Responsible Conduct of Research. All human research conducted at Deakin is assessed by an ethical review body for its ethical acceptability and for its compliance with the Australian Code for the Responsible Conduct of Research 2018, the National Statement on Ethical Conduct in Human Research, 2007 (updated 2018) and any other relevant guidelines or legislation.

Criterion 5:

How will we measure the effectiveness of our actions

During the 2022 reporting period there were no instances of Modern Slavery reported in Deakin’s supply chains or operations. The University acknowledges that there may be unknown risks yet to be uncovered and is therefore committed to continuous improvement of its processes and policies.

Deakin has implemented a robust and transparent risk and compliance management program that is aligned to the latest international standards: ISO 31000 Risk Management – Principles and Guidelines and ISO 19600 - Compliance Management Systems. Continuous improvement is built into risk and compliance management practices through several mechanisms outlined below.

The University Council, its Audit and Risk Committee and the Vice-Chancellor’s Executive oversee Deakin’s risk management framework and the implementation and evaluation of Deakin’s risk appetite statement. The Executive and senior management teams within Deakin’s faculties and administrative portfolios are focused on managing their business risks and leveraging the risk management program to support effective decision-making and the achievement of objectives identified in the Deakin strategy, *Deakin 2030: Ideas to Impact*. The Executive also plays a key role in supporting the development of a positive and proactive risk culture.



The Risk and Compliance team within Deakin's Audit, Risk and Business Continuity Unit has developed a university-wide risk profiling regime where faculty and portfolio risks, in combination with a set of key risk indicators, are monitored by local areas and reviewed in real time to identify any trends. The Headline Risk Report contains the top risks for the organisation, which includes Modern Slavery, and is regularly reported to the Executive, the Audit and Risk Committee and Council.

Risk profiling activity also informs the development and review of the annual Internal Audit Plan. A comprehensive internal audit of the procurement function is planned for 2024 and will provide further assurance that modern slavery risk controls are established and operating as intended.

The Strategic Procurement team is responsible for the ongoing monitoring and continuous improvement of the University's modern slavery framework. The Strategic Procurement team is currently reviewing planned activities to improve the framework. Deakin is continuing to assess how to partner and collaborate with its suppliers most effectively, with activities being addressed including completion of questionnaires, participation in workshops, changes to contract templates and clauses as well as joint commitments to eliminating risks of Modern Slavery in respective supply chains.

Criterion 6:

Consultation and Collaboration

Engaging with Entities

The University consulted with the Chief Executive Officer or nominated representative of each entity during the development of this Statement to collect supplier information, include the entities' data in the University's risk identification process, and discuss the University's 2022 Modern Slavery Statement and risk management approach.

UniLink Pty Ltd and Deakin Residential Services Pty Ltd are within the scope of Deakin's Procurement Policy and Procedure, and accordingly are captured within the University's modern slavery risk management approach outlined within this Statement. Suppliers engaged within these entities fall under Deakin's wider reporting structure and are captured in the FRDM assessment tool.

Deakin Residential Services Pty Ltd manages a number of suppliers within the traditionally high-risk areas of cleaning and security services, and therefore these were specifically addressed during consultations with Deakin. In addition, Deakin Residential Services operates under its own Procurement Policy, which is in alignment with the University Policy and contains clauses regarding accommodation-specific suppliers.

Universal Motion Simulator Pty Ltd and the Institute for Regional Security Ltd, which was newly acquired in late December 2021, have both been informed of our Modern Slavery reporting requirements and approach to risk. Data relating to the Institute for Regional Security Ltd's financial position will be assessed once their first reporting period has been completed. Key supply chains and operations for each of these entities have been assessed with exposure being largely through IT hardware and equipment, office stationery and lab equipment, much of which is included within the FRDM assessment tool and Deakin's existing supplier base.



Criterion 7:

Other Information

COVID-19

Whilst 2022 saw students and staff slowly return to campus following the easing of COVID-19 restrictions it is important to acknowledge and learn from the unique situation the pandemic placed us all in. In response to the requirement for additional PPE and cleaning materials Deakin moved quickly to ensure the safety of staff and students and continues to ensure these standards are upheld.

Suppliers within the supply chain will continue to be assessed through the FRDM tool and rigour will be applied to procurements particularly within the cleaning and waste management categories. The CAF Framework will work to incorporate lessons learned from COVID-19 and continue to provide resources and guidance to manage risks.

Ongoing commitment

Deakin understands that meaningful action is required to address the risks of modern slavery throughout our operations and supply chains.

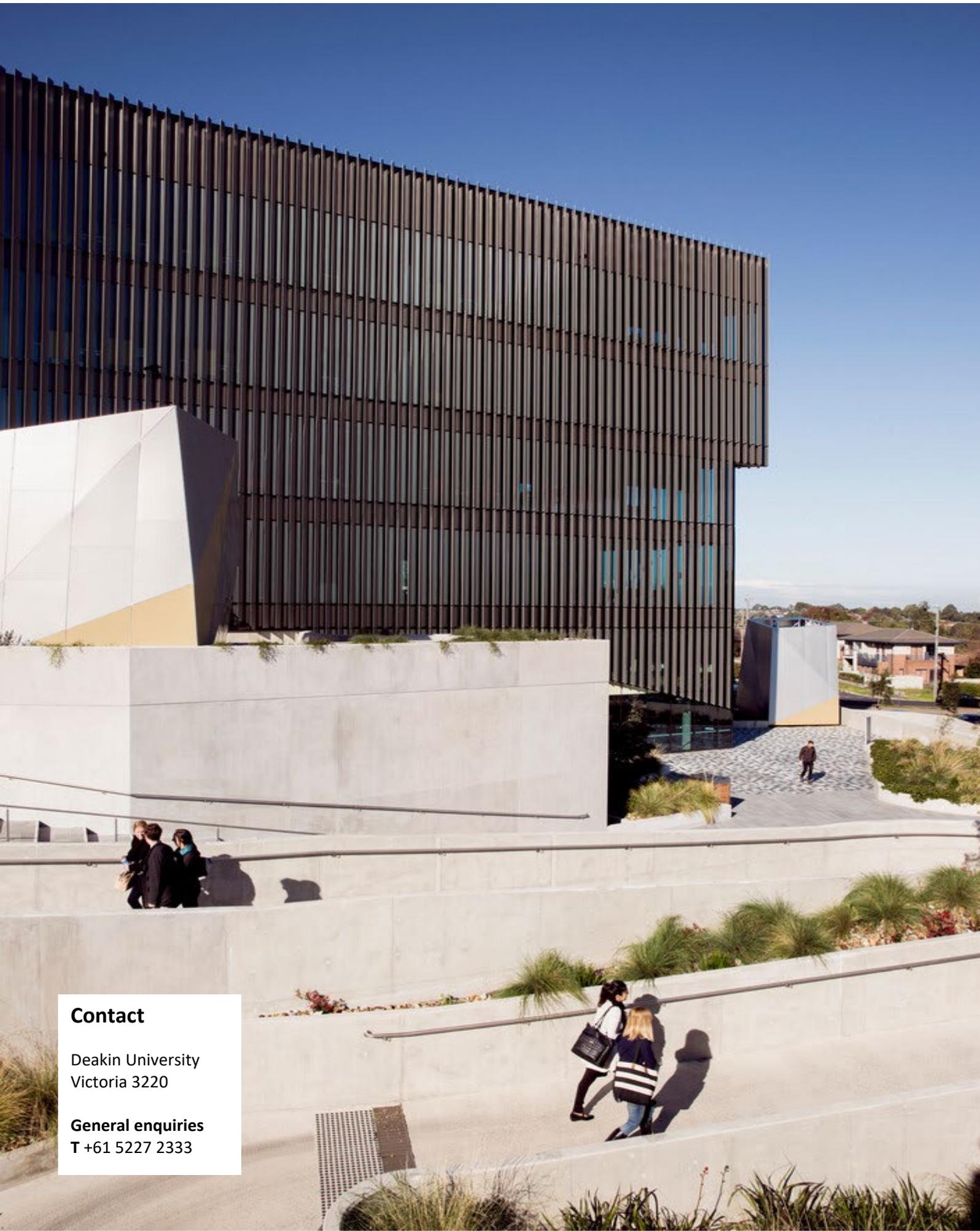
Work will continue to identify, monitor and address risks that impact the human rights of all individuals by improving our policies and continuously assessing our strategies for supplier engagements.

We are committed to working with the AUPN to provide meaningful supplier data to FRDM to guide our decision-making process, and identify areas of risk and concern, and we will continue to educate and inform ourselves about the risks of modern slavery on a global scale.

We acknowledge that continuous improvement is a necessary component to effectively manage the risks of modern slavery, and we resolve to contribute to the ending of these practices by:

- improving the quality of our supplier data to the FRDM tool
- monitoring risks within our supply chain and taking actions where necessary
- continually educating and informing ourselves through AUPN meetings, research and training
- collaborating with our legal entities and stakeholders to ensure our values are shared and upheld
- reviewing and updating policies and procedures to ensure modern slavery risks are addressed
- carrying out supplier due diligence during engagement and onboarding.

The list is not exhaustive, and we commit to embedding the respect for human rights in our policies, processes, and operations and to educating our partners and stakeholders so that we can meaningfully effect change.



Contact

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